

**LOWELL PUBLIC SCHOOLS
LOWELL, MASSACHUSETTS
Coordinator of Culturally and Linguistically Sustaining Practices
Office of Equity and Empowerment**

QUALIFICATIONS:

- Master's Degree from an accredited college or university
- Minimum of five (5) years relevant experience
- Working knowledge of Aspen, Filemaker Pro, Microsoft Office
- An understanding of performance standards and effective teaching practices which support the Massachusetts Curriculum Frameworks and MCAS
- Working knowledge of various local and state assessment instruments
- Exceptional interpersonal skills and the ability to communicate effectively with diverse stakeholders
- Proven ability to effectively design and deliver goal-oriented adult learning experiences relating to cultural proficiency
- **Demonstrated success working with teachers and administrators as a professional development provider, team leader, and/or facilitator**
- **Experience and demonstrated expertise as a classroom teacher of relevant content and/or subjects**
- Demonstrated commitment to racial and educational equity
- Track record of raising expectations for historically marginalized students
- Strong data analysis skills

QUALIFICATIONS - PREFERRED:

- Experience developing curriculum and working in or with Lowell Public Schools
- Proficiency in a high incidence language of the district (Spanish, Khmer, Portuguese)

PERFORMANCE RESPONSIBILITIES:

Under the direction and supervision of the Chief Equity and Engagement Officer, directs the District's professional development around the Culturally and Linguistically Responsive Practices framework principals such as creating a welcoming and affirming environment, setting high expectations for students, collaborating and building partnerships with families, and integrating equitable practices across all areas of the district, including hiring, finance and school assignment, etc.

Committed to the vision of 1) eliminating the racial, ethnic and linguistic achievement and opportunity gaps, among all students, 2) providing equitable funding and resources among the district's diverse schools and 3) engaging families with courtesy, dignity, respect and cultural understanding, this position will act as an agent of change who will promote Culturally and Linguistically Sustaining Practices (CLSP) across the district with a focus on schools and classrooms.

The intent behind the CLSP coordinator role is to close opportunity and achievement gaps, promote restorative and healing practices, support the strengthening of positive, affirming, respectful learning and work spaces for students, staff, families and communities using principles adopted within the district's CLSP framework. The majority of the CLSP coordinator's time will be planning and delivering professional development sessions and evaluating progress with staff and other coaches

Specific Responsibilities:

- 1) Serves as leader in matters relating to Culturally and Linguistically Responsive Practices, including principles of equity, inclusion and diversity
- 2) Coordinates and implements the staff development professional development
- 3) Designs, implements, evaluates and reports on adult learning experiences that both build internal capacity and meet site-specific needs relating to the CLRP framework

**LOWELL PUBLIC SCHOOLS
LOWELL, MASSACHUSETTS
Coordinator of Culturally and Linguistically Responsive Practices
Office of Equity and Empowerment**

- 4) Work closely with central offices, schools, partners, community and student group and district consultants to support implementation of a cohesive district-wide strategy centered on CLSP
- 5) Advance awareness and capacity to lead culturally responsiveness throughout the district, which includes identifying individuals in the district who can become CLSP coaches and equity champions in schools
- 6) Work cross functionally with other departments responsible for providing professional learning to align CLSP principles across school and district-led PD
- 7) Reviews, researches, prepares and disseminates information pertaining to trends in CLSP practices, curriculum development, and discipline.
- 8) Analyzes reports and interprets student performance data and makes recommendations for instructional improvement to the Chief Equity and Engagement Officer, Chief Academic Officer and Chief Schools Officer.
- 9) Collaborates with the Teaching and Learning office on the process of textbook and curriculum review, evaluation, selection, and adoption.
- 10) Advance the principles of equity and cultural and linguistic relevance through supporting the operationalization of the Culturally and Linguistically Sustaining Practices framework
- 11) Monitor the district's racism and bias-based offenses protocol and support the resolution of individual matters in addition to identifying and planning solutions for trends that emerge across the district or within a sub-set of schools
- 12) Assess cultural and linguistic proficiency needs across schools and departments
- 13) Design learning management system around the Culturally and Linguistically responsive continuum and development of system to issue professional learning
- 14) Use existing data regarding school-level practices, to assess cultural proficiency needs at individual schools and departments, and collaborate with the data office to establish new data collection needs to support the monitoring and tracking of cultural proficiency needs at schools
- 15) Continue and further the measures of CLS (school walkthroughs, observation protocols, coaching) both with district staff and district consultants

REPORTS TO: Chief Equity and Engagement Officer
SALARY RANGE: \$100,000 to \$120,000
WORK YEAR: Non-Affiliated 12 Month position 227 Days